

1 STATE OF GEORGIA
2 COUNTY OF FULTON
3 CITY OF SOUTH FULTON

RES2019-035

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6 A RESOLUTION ADOPTING THE CITY OF SOUTH FULTON COMPENSATION AND
7 CLASSIFICATION STUDY AND FOR OTHER LAWFUL PURPOSES

8 WHEREAS, the City of South Fulton ("City") is a municipal corporation duly
9 organized and existing under the laws of the State of Georgia;

10
11 WHEREAS, the duly elected governing authority of the City is the Mayor and City
12 Council ("City Council");

13
14 WHEREAS, the City Council has responsibility under Section 4.15(2) of the City
15 Charter for overseeing the "administration of a position classification and pay plan,
16 methods of promotion and applications of service ratings thereto, and transfer of
17 employees within the classification plan;"

18
19 WHEREAS, the City Council has caused for a Compensation and Classification
20 Study to be conducted with respect to the City's administration;

21
22 WHEREAS, the City Council desires to adopt such Compensation and
23 Classification Study by way of this Resolution; and

24
25 WHEREAS, this Resolution is in the best interests of the health and general
26 welfare of the City, its residents and general public.

27
28 NOW, THEREFORE, BE IT HEREBY RESOLVED BY THE CITY COUNCIL as
29 follows:

30
31 Section 1. The City Council hereby adopts for administrative purposes, the
32 "Compensation and Classification Study" attached hereto as Exhibit A.

33 *****
34

35 Section 2. It is hereby declared to be the intention of the City Council that: (a) All
36 sections, paragraphs, sentences, clauses and phrases of this Resolution are or were,
37 upon their enactment, believed by the City Council to be fully valid, enforceable and
38 constitutional.

(b) To the greatest extent allowed by law, each and every section, paragraph, sentence, clause or phrase of this Resolution is severable from every other section, paragraph, sentence, clause or phrase of this Resolution. No section, paragraph, sentence, clause or phrase of this Resolution is mutually dependent upon any other section, paragraph, sentence, clause or phrase of this Resolution.

(c) In the event that any phrase, clause, sentence, paragraph or section of this Resolution shall, for any reason whatsoever, be declared invalid, unconstitutional or otherwise unenforceable by the valid judgment or decree of any court of competent jurisdiction, it is the express intent of the City Council that such invalidity, unconstitutionality or unenforceability shall, to the greatest extent allowed by law, not render invalid, unconstitutional or otherwise unenforceable any of the remaining phrases, clauses, sentences, paragraphs or sections of the Resolution.

Section 3. All Resolutions and parts of Resolutions in conflict herewith are hereby expressly repealed.

Section 4. The effective date of this Resolution shall be the date of adoption unless provided otherwise by the City Charter or state and/or federal law.

THIS RESOLUTION so adopted with Staff's recommendations as listed in attached letter this 23rd day of July 2019.

CITY OF SOUTH FULTON, GEORGIA


WILLIAM "BILL" EDWARDS, MAYOR

ATTEST:


S. DIANE WHITE, CITY CLERK

APPROVED AS TO FORM:


EMILIA C. WALKER, CITY ATTORNEY



The foregoing RESOLUTION No. 2019-035, adopted on July 23, 2019 was offered by Councilmember Gumbs, who moved its approval. The motion was seconded by Councilmember Willis, and being put to a vote, the result was as follows:

	AYE	NAY
William "Bill" Edwards, Mayor	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Mark Baker, Mayor Pro Tem	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Catherine Foster Rowell	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Carmalitha Lizandra Gumbs	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Helen Zenobia Willis	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gertrude Naeema Gilyard	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Rosie Jackson	<input checked="" type="checkbox"/>	<input type="checkbox"/>
khalid kamau	<input checked="" type="checkbox"/>	<input type="checkbox"/>

GOVERNMENT OF THE CITY OF SOUTH FULTON

Office of the City Manager

WILLIAM "BILL" EDWARDS
MAYOR



ODIE DONALD II
CITY MANAGER

July 22, 2019

The Honorable Mayor William "Bill" Edwards
and City of South Fulton City Council
5440 Fulton Industrial Blvd., SW
South Fulton, GA 30336

RE: Compensation & Classification Study

Greetings Honorable Mayor and City Council Members,

The Compensation and Classification Study conducted by Management Advisory Group, Inc. (MAG) was transmitted to Mayor and Council as well as my office on Friday, July 12, 2019. After ten (10) days of reviewing the study in its entirety, it is the recommendation of my office to accept the compensation and classification recommendation as presented, with the caveat that it be implemented in phases.

As proposed, the total to raise the minimum wage to \$15/hour is \$20,000. To bring impacted employees up to revised classification minimums is \$1,512,877. Additionally the total to provide all COSF employees a 3% raise is \$670,000. Due to the current City of South Fulton budget projections and the adjusted tax digest provided by the Fulton County Tax Commissioner (COSF lost \$4M in tax revenue from the Fulton Industrial Boulevard Corridor and is seeking to expand public safety in the FY2020 Budget), I recommend the following phased approach for implementation:

Recommendation

- Phase 1 (FY2020): Raise employees whose current salary level is below the minimum level to the minimum and raise minimum pay to \$15 per hour.
- Phase 2 (FY2021): Give all COSF employees a 1.5% raise
- Phase 3 (FY2022): Give all COSF employees a 1.5% raise

In Service,

Odie Donald II